Big Data for Labour Market Information (LMI)
Building the system of demand analysis with online job vacancy data

Webinar 2 June 2020
Preliminary results of skills demand analysis
Other consolidated uses and cases

Session 5
Web Labour Market Ukraine - overview and findings of the landscaping activity and report

Olexandr Cymbal and Volodymyr Sarioglo
### Overview of the Labour Market (LM) of Ukraine: What We Know (1)

#### Total Population 15-70

<table>
<thead>
<tr>
<th>Category</th>
<th>Women</th>
<th>Men</th>
<th>Urban</th>
<th>Rural</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>13,775.9</td>
<td>13,681.9</td>
<td>8,450.2</td>
<td>5,089.2</td>
</tr>
<tr>
<td>Employed (thousand pers.)</td>
<td>7,910.7</td>
<td>5,250.1</td>
<td>1,127.1</td>
<td>3,511.5</td>
</tr>
<tr>
<td>Employment rate (%)</td>
<td>57.1%</td>
<td>52.5%</td>
<td>58.1%</td>
<td>55.0%</td>
</tr>
</tbody>
</table>

#### Employers and Family Members who work for free (thousand pers.)

<table>
<thead>
<tr>
<th>Activity</th>
<th>Women</th>
<th>Men</th>
<th>Urban</th>
<th>Rural</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts, entertainment and recreation</td>
<td>570.9</td>
<td>423.6</td>
<td>205.2</td>
<td>95.5</td>
</tr>
<tr>
<td>Other types of economic activity</td>
<td>355.2</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Self-employed (thousand pers.)

<table>
<thead>
<tr>
<th>Activity</th>
<th>Women</th>
<th>Men</th>
<th>Urban</th>
<th>Rural</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture, forestry and fishing</td>
<td>2,937.6</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Services in the production of food and beverages</td>
<td>2,735.2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Construction</td>
<td>3,145.9</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other types of economic activity</td>
<td>437.9</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Employees (thousand pers.)

<table>
<thead>
<tr>
<th>Activity</th>
<th>Women</th>
<th>Men</th>
<th>Urban</th>
<th>Rural</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wholesale and retail trade; repair of motor vehicles and motorcycles</td>
<td>4,354.7</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Industry</td>
<td>2,426.0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>1,416.5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public administration and defense, compulsory social security</td>
<td>939.3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Construction</td>
<td>665.3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional, scientific and technical activities</td>
<td>437.9</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative and support service activities</td>
<td>304.3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accommodation and food service activities</td>
<td>283.0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Information and communication</td>
<td>280.3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Real estate activities</td>
<td>259.4</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial and insurance activities</td>
<td>214.0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Arts, entertainment and recreation</td>
<td>196.9</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Ukraine Regions

- Dnipropetrovsk: 1402.3
- City of Kyiv: 1368.6
- Kharkiv: 1258.9
- Lviv: 1061.2
- Odesa: 1001.9
- Kyiv: 755.7
- Donetsk: 741.0
- Zaporizhzhya: 732.2
- Vinnytsya: 652.7
- Poltava: 580.6
- Ivano-Frankivsk: 565.8
- Cherniivtsi: 522.6
- Poltava: 522.0
- Khmelnytskiy: 516.7
- Zaporizhzhya: 502.4
- Mykolayiv: 496.2
- Sumy: 485.1
- Rivne: 473.6
- Kherson: 448.2
- Chernihiv: 429.7
- Ternopil: 410.8
- Chemivtsi: 382.9
- Kirovohrad: 380.5
- Volyn: 371.3
- Zhytomyr: 353.5
- Khmelnytskiy: 351.6
- Cherkasy: 339.3
- Ivano-Frankivsk: 331.2
- Poltava: 325.1
- Luhans'k: 300.8
- City of Kyiv: 294.9

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**Note:** The data represents the number of people in certain economic activities and regions. The employment rates are calculated as the percentage of employed individuals in the total population of working age (15-70).
Distribution of employees according to employment status, thousand

- Established jobs on enterprises 10+
- Established jobs on enterprises 10-
- Jobs on individual entrepreneurs
- Informal jobs in formal sector
- Jobs in informal sector
- Undefined

Distribution of employees according to employment status among sectors of activity

- Other sectors of activity
- Trade and repair of motor vehicles and motorcycles
- Agriculture
- Industry
- Services

Only 10+ enterprises work guaranteed and based on officially standardized information. Micro enterprises (10-) and partially informal jobs at registered enterprises can use official classifiers. Individual entrepreneurs and representatives of the informal sector of the economy do not formulate their requests in terms of official classifiers. The state employment center works only in the formal sector of economy.
### Match of Jobs with the Level of Education and Qualification of the Diploma

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Legislators, Senior Officials and Managers</th>
<th>Professionals</th>
<th>Experts</th>
<th>Clerical Support Workers</th>
<th>Services and Sales Workers</th>
<th>Skilled Agriculture, Forestry, Fishery and Fish Farming Workers</th>
<th>Skilled Workers Using Specific Tools</th>
<th>Plant and Machine Operators, and Assemblers</th>
<th>Elementary Occupations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Higher education</td>
<td>86.7</td>
<td>99.4</td>
<td>91.8</td>
<td>59.4</td>
<td>35.6</td>
<td>23.6</td>
<td>22.5</td>
<td>21.4</td>
<td>19.7</td>
</tr>
<tr>
<td>Vocational education</td>
<td>7.4</td>
<td>0.3</td>
<td>5.2</td>
<td>21.5</td>
<td>36.2</td>
<td>29.3</td>
<td>57.7</td>
<td>55.7</td>
<td>32.3</td>
</tr>
<tr>
<td>Secondary and Incomplete Secondary Education</td>
<td>5.9</td>
<td>0.3</td>
<td>3.0</td>
<td>19.0</td>
<td>28.2</td>
<td>47.1</td>
<td>19.8</td>
<td>23.0</td>
<td>48.0</td>
</tr>
</tbody>
</table>

**Correspondence of a Workplace Qualification to a Diploma Qualification**

<table>
<thead>
<tr>
<th>Workplace Qualification</th>
<th>Higher Education</th>
<th>Vocational Education</th>
<th>Secondary and Incomplete Secondary Education</th>
<th>Total</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Works at a Higher Qualification Workplace</td>
<td>16.5</td>
<td>8.8</td>
<td>10.2</td>
<td>6.8</td>
<td>20.1</td>
</tr>
<tr>
<td>Match</td>
<td>55.0</td>
<td>52.4</td>
<td>39.0</td>
<td>25.7</td>
<td>65.1</td>
</tr>
<tr>
<td>Works at the Less Qualification Workplace</td>
<td>45.0</td>
<td>31.1</td>
<td>52.2</td>
<td>64.2</td>
<td>28.1</td>
</tr>
</tbody>
</table>
VACANCIES OF PRIVATE ONLINE-RESOURCES AND THE STATE EMPLOYMENT CENTER ARE AIMED AT SEVERAL DIFFERENT SEGMENTS OF JOBS. THE FIRST UP TO 25% OF VACANCIES ARE OFFERED WITHOUT OFFICIAL REGISTRATION. BUT TOGETHER THEY ARE COMPLEMENTARY TO THE FULL LABOR MARKET BY INDUSTRY STRUCTURE (THROUGHOUT 2018)

Employees on full labor market 16361 thousand

1 (Agriculture, forestry and fishing) 10
2 (Industry) 15
3 (Construction) 4
4 (Wholesale and retail trade; repair of motor vehicles and motorcycles) 22
5 (Transportation and storage) 6
6 (Accommodation and food service activities) 2
7 (Information and communication) 2
8 (Financial and insurance activities) 1
9 (Real estate activities) 2
10 (Professional, scientific and technical activities) 3
11 (Administrative and support service activities) 2
12 (Public administration and defense, compulsory social security) 6
13 (Education) 9
14 (Human health and social work activities) 6
15 (Arts, entertainment and recreation) 1
16 (Other types of economic activity) 2

Jobs in formal sector, 11620 thousand

1 (Agriculture, forestry and fishing) 10
2 (Industry) 18
3 (Construction) 3
4 (Wholesale and retail trade; repair of motor vehicles and motorcycles) 23
5 (Transportation and storage) 8
6 (Accommodation and food service activities) 2
7 (Information and communication) 2
8 (Financial and insurance activities) 3
9 (Real estate activities) 8
10 (Professional, scientific and technical activities) 1
11 (Administrative and support service activities) 2
12 (Public administration and defense, compulsory social security) 12
13 (Education) 12
14 (Human health and social work activities) 12
15 (Arts, entertainment and recreation) 1
16 (Other types of economic activity) 2

Vacancies on enterprises 10+, 2237 thousand

1 (Agriculture, forestry and fishing) 10
2 (Industry) 24
3 (Construction) 3
4 (Wholesale and retail trade; repair of motor vehicles and motorcycles) 18
5 (Transportation and storage) 8
6 (Accommodation and food service activities) 4
7 (Information and communication) 2
8 (Financial and insurance activities) 6
9 (Real estate activities) 6
10 (Professional, scientific and technical activities) 4
11 (Administrative and support service activities) 4
12 (Public administration and defense, compulsory social security) 11
13 (Education) 10
14 (Human health and social work activities) 10
15 (Arts, entertainment and recreation) 1
16 (Other types of economic activity) 1

Vacancies on website of State Employment Centre, 1114 thousand

1 (Agriculture, forestry and fishing) 10
2 (Industry) 24
3 (Construction) 3
4 (Wholesale and retail trade; repair of motor vehicles and motorcycles) 18
5 (Transportation and storage) 8
6 (Accommodation and food service activities) 4
7 (Information and communication) 2
8 (Financial and insurance activities) 6
9 (Real estate activities) 6
10 (Professional, scientific and technical activities) 4
11 (Administrative and support service activities) 4
12 (Public administration and defense, compulsory social security) 11
13 (Education) 10
14 (Human health and social work activities) 10
15 (Arts, entertainment and recreation) 1
16 (Other types of economic activity) 1

Vacancies on private online-resources, 4432 thousand

1 (Agriculture, forestry and fishing) 10
2 (Industry) 24
3 (Construction) 3
4 (Wholesale and retail trade; repair of motor vehicles and motorcycles) 18
5 (Transportation and storage) 8
6 (Accommodation and food service activities) 4
7 (Information and communication) 2
8 (Financial and insurance activities) 6
9 (Real estate activities) 6
10 (Professional, scientific and technical activities) 4
11 (Administrative and support service activities) 4
12 (Public administration and defense, compulsory social security) 11
13 (Education) 10
14 (Human health and social work activities) 10
15 (Arts, entertainment and recreation) 1
16 (Other types of economic activity) 1
SECTORAL STRUCTURE OF LABOR SUPPLY

THE SECTORAL STRUCTURE OF THE LABOR SUPPLY IN THE FULL LABOR MARKET (BASED ON THE INDUSTRY OF THE LAST JOB) IS MUCH LESS CONSISTENT THAN THE JOB OFFER. SIMPLE DATA INTEGRATION FROM VARIOUS ONLINE SOURCES IS NOT VERY PROMISING FOR ASSESSMENT (THROUGHOUT 2018)

Recent jobs of unemployed in the full labor market

1 (Agriculture, forestry and fishing)
2 (Industry)
3 (Construction)
4 (Wholesale and retail trade; repair of motor vehicles and motorcycles)
5 (Transportation and storage)
6 (Accommodation and food service activities)
7 (Information and communication)
8 (Financial and insurance activities)
9 (Real estate activities)
10 (Professional, scientific and technical activities)
11 (Administrative and support service activities)
12 (Public administration and defense, compulsory social security)
13 (Education)
14 (Human health and social work activities)
15 (Arts, entertainment and recreation)
16 (Other types of economic activity)

Vacant jobs on enterprises 10+

Recent jobs of unemployed of State Employment Centre

Recent jobs of unemployed of private online-resources
INTERNET IS ACCESSIBLE TO THE MAJORITY OF THE POPULATION OF UKRAINE

THE WORLD BANK DATA SHOWS THE DYNAMIC OF INDIVIDUALS USING THE INTERNET (% OF UKRAINIAN POPULATION) OVER THE PERIOD 1993-2018. WE CAN FIND AN INCREASING TREND WITH SHARP INCREASES IN 2007. MORE THAN HALF OF UKRAINIAN POPULATION (62.6%) HAVE ACCESS TO THE INTERNET AS OF 2018

According to Internet World Stats the use of Internet ratio, which defines the ratio of Internet users to the population amounts for Ukraine this is 93.4%

The share of enterprises that use the Internet to search for workers is growing
THE PLACE OF STATE AND PRIVATE INTERMEDIARIES AMONG THE METHODS OF FINDING WORK IN THE FULL LABOR MARKET

The SEC and internet is a quite popular resources for job searching mediation in the labor market as a whole, not just for those who have registered as unemployed. According to the labour force survey in 2018, the most common method of finding a job for the Ukrainian unemployed was to seek help from the SEC (36.9%) and searching through internet resources was in the ranking the third (15.0%) 

In many regions, the situation is even more eloquent: in 5 regions of Ukraine, more than 50% of unemployed people seek employment through the SEC, and in 13 regions this method is dominant. Whereas Internet resources are the dominant method of finding a job for the unemployed only in Kyiv Region (43.1%) and Kyiv (52.2%).

<table>
<thead>
<tr>
<th></th>
<th>through the Media</th>
<th>via the Internet</th>
<th>personal connections</th>
<th>applied to the state employment service</th>
<th>the rest</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dismissal at the initiative of the employer</td>
<td>3,4</td>
<td>13,1</td>
<td>24,5</td>
<td>51,4</td>
<td>7,6</td>
<td>100</td>
</tr>
<tr>
<td>Dismissal on employee's initiative, by agreement of the parties</td>
<td>13,2</td>
<td>17,3</td>
<td>31,3</td>
<td>29,7</td>
<td>8,5</td>
<td>100</td>
</tr>
<tr>
<td>Dismissal due to expiration of contract or contract</td>
<td>4</td>
<td>16</td>
<td>34,7</td>
<td>32</td>
<td>13,3</td>
<td>100</td>
</tr>
<tr>
<td>Not employed after graduation</td>
<td>8,5</td>
<td>26,1</td>
<td>43,1</td>
<td>13,1</td>
<td>9,2</td>
<td>100</td>
</tr>
<tr>
<td>Persons whose work is seasonal in nature</td>
<td>6,7</td>
<td>2</td>
<td>33,6</td>
<td>49,7</td>
<td>8,1</td>
<td>100</td>
</tr>
<tr>
<td>Persons not employed for other reasons</td>
<td>7,1</td>
<td>12,6</td>
<td>23,7</td>
<td>47</td>
<td>9,6</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>8,5</td>
<td>15,0</td>
<td>30,6</td>
<td>36,9</td>
<td>8,9</td>
<td>100</td>
</tr>
</tbody>
</table>
PRIVATE SECTOR OJV PORTALS

<table>
<thead>
<tr>
<th>#</th>
<th>Name of the job-portal</th>
<th>Website address</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>talent</td>
<td><a href="https://talent.ua">https://talent.ua</a></td>
</tr>
<tr>
<td>2</td>
<td>indeed</td>
<td><a href="https://ua.indeed.com">https://ua.indeed.com</a></td>
</tr>
<tr>
<td>3</td>
<td>work.ua</td>
<td><a href="https://www.work.ua/en/">https://www.work.ua/en/</a></td>
</tr>
<tr>
<td>4</td>
<td>rabota.ua</td>
<td><a href="https://rabota.ua/">https://rabota.ua/</a></td>
</tr>
<tr>
<td>5</td>
<td>jobrapido</td>
<td><a href="https://ua.jobrapido.com/">https://ua.jobrapido.com/</a></td>
</tr>
<tr>
<td>6</td>
<td>neuvoo</td>
<td><a href="https://neuvoo.com.ua">https://neuvoo.com.ua</a></td>
</tr>
<tr>
<td>7</td>
<td>careerjet</td>
<td><a href="https://www.careerjet.ua/">https://www.careerjet.ua/</a></td>
</tr>
<tr>
<td>8</td>
<td>headhubter</td>
<td><a href="https://hh.ua/">https://hh.ua/</a></td>
</tr>
<tr>
<td>9</td>
<td>jobs</td>
<td><a href="https://jobs.ua/vacancy">https://jobs.ua/vacancy</a></td>
</tr>
<tr>
<td>10</td>
<td>dcz gov</td>
<td><a href="https://dcz.gov.ua/">https://dcz.gov.ua/</a></td>
</tr>
<tr>
<td>11</td>
<td>trud</td>
<td><a href="https://trud.ua/">https://trud.ua/</a></td>
</tr>
<tr>
<td>12</td>
<td>superjob</td>
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<tr>
<td>13</td>
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<td><a href="https://ua.jooble.org/">https://ua.jooble.org/</a></td>
</tr>
<tr>
<td>14</td>
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<td><a href="http://rabota.inforico.com.ua/">http://rabota.inforico.com.ua/</a></td>
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<tr>
<td>15</td>
<td>ria.com</td>
<td><a href="https://www.ria.com/c-rabota/rabota/">https://www.ria.com/c-rabota/rabota/</a></td>
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<td>mywork</td>
<td><a href="http://mywork.in.ua/">http://mywork.in.ua/</a></td>
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<tr>
<td>27</td>
<td>besplatka</td>
<td><a href="https://besplatka.ua/rabota">https://besplatka.ua/rabota</a></td>
</tr>
<tr>
<td>28</td>
<td>kabanchik</td>
<td><a href="https://kabanchik.ua/">https://kabanchik.ua/</a></td>
</tr>
</tbody>
</table>

Most of the online job portals - are foreign (Italian, Russian) or international secondary aggregators of Ukrainian sites of specialized intermediaries. Advantages of this: collecting vacancies in one place. Disadvantages: not visual rubric (there is no industry, professional categories, contract type, etc. in the filters, or these filters are not offered in the initial search but appear after immersion in a list); incomplete description of jobs, the need to move the links to the original site, which contains full information. Part of the vacancies is hidden. For example: The Nanny Service FLP for a job "housewife has a message:" The company has 381 similar vacancies "(https://www.superjob.ua/).
FEATURES AND PROBLEMS OF PUBLIC AND PRIVATE ONLINE RESOURCES ABOUT VACANCIES

THE SEC PORTAL HAS SPECIFIC RULES:
• the need to offer a subordinate work contract;
• the mandatory indication of the salary in the OJV form on the sec portal.

ADVANTAGES OF THE SEC JOB SITE ARE:
• conformity of the professions in the vacancies to the professional titles of the work of the kp dk 003: 2010 (Ukrainian classifier of occupations);
• maximum verification of information about the employer, which limits the possibilities of fraud;
• the widest possible regional coverage;
• monthly analysis of the dynamics of vacancies and summaries by professions in terms of supply / demand, wages.

THE SEC SERVICES VERIFY THE ACCURACY OF THE INFORMATION CONTAINED IN APPLICATIONS AND JOB ADVERTISEMENTS PROPOSED FOR PUBLICATION MUST BE COMPLETED IN A FORM THAT CONTAINS MANDATORY FIELDS. THIS FORM OBLIGATES EMPLOYER COMPLIANCE WITH THE LEGAL AND OTHER REQUIREMENTS ADOPTED BY THE SEC PORTAL.

DESPITE THE STATUTORY RIGHT TO COOPERATE WITH PRIVATE EMPLOYMENT AGENCIES AND ONLINE RESOURCES, THE SEC DOES NOT DO SO, SINCE THEY DO NOT FULFIL ALL OF THE SAME MANDATORY ELEMENTS REQUIRED TO PUBLISH ON THE PUBLIC PORTAL.

THE SEC ONLINE JOB-PORTAL DOES NOT HAVE A SPECIFIC TARGET GROUP, AND IT DOES NOT TARGET A SPECIFIC TYPE OF EMPLOYER OR JOB-SEEKER. ALL EMPLOYERS HAVE EQUAL ACCESS TO THE PORTAL AND MAY PUBLISH OJVS ON THE SEC.

EVERYONE WHO IS LEGALLY ABLE TO ENTER THE LABOUR MARKET CAN ACCESS THE PORTAL AS A JOB-SEEKER, BUT DUE TO THE CLOSE CONNECTION OF THE PORTAL TO THE NATIONAL EMPLOYMENT SERVICES, THE FOCUS GROUP OF THE SEC IS THE UNEMPLOYED POPULATION.

THE LEGAL FRAMEWORK FOR OJVS ON PRIVATE PORTALS IS THE SAME AS FOR THE SEC. THEY ARE NOT ENTITLED TO:

1) deliberately recruit, employ or hire employees for jobs related with unacceptable dangers and risks, as well as for jobs where such employees may be victims of abuse or discrimination of any nature;

2) prevent the hired employee from hiring directly from the employer, restrict the employee's professional mobility, impose sanctions on an employee who has agreed to work with another employer.

THE INTERFACE WITH USERS OF DIFFERENT INTERNET PORTALS IS ORGANIZED IN DIFFERENT WAYS. THE MAIN PROBLEM IS THAT EMPLOYERS AND JOB APPLICANTS DO NOT FORMULATE THEIR PROPOSALS IN TERMS OF STATE CLASSIFIERS OF OCCUPATIONS AND TYPES OF ECONOMIC ACTIVITY.

ALL PRIVATE INTERNET INTERMEDIARIES ARE CHARACTERIZED BY A CONFUSING AND ATYPICAL CLASSIFICATION OF JOB TITLES AND THEIR KEY ELEMENTS (TYPES OF ECONOMIC ACTIVITY, JOB DESCRIPTIONS AND QUALIFICATIONS AND SKILLS REQUIREMENTS, MODES OF WORK; TYPE OF EMPLOYMENT CONTRACT; TERM OF EMPLOYMENT AGREEMENT, ETC.).

THE LARGEST PROBLEM IS NOT WITH JOB TITLES THAT ARE NOT LISTED IN THE CLASSIFIERS, BUT THAT THE NAME IS THE SAME AS IN THE CLASSIFIERS, BUT THE DESCRIPTION OF ITS CONTENTS REVEALS THAT IT MEANS A COMPLETELY DIFFERENT CATEGORY OF THE SAME CLASSIFIER OR THEIR MIXTURE.

IT IS A COMMON TECHNIQUE WHEN SOME PART OF THE JOB TITLE, OR SOME OF INDIVIDUAL ELEMENTS OF THE JOB TITLE, IS WRITTEN IN ENGLISH OR EVEN IN UKRAINIAN OR RUSSIAN TO MAKE IT ATTRACTIVE.

ONE OF THE MOST COMMON PROBLEMS WITH DEVELOPING A JOB DATABASE IS THE DUPLICATION OF RECORDS DIFFERENT LANGUAGES.

AT ALL POPULAR SITES, THE DURATION OF THE JOB VACANCY ON THE LISTS IS CONNECTED TO THE NUMBER OF DAYS PAID BY THE EMPLOYER, NOT TO THE PERIOD OF ITS ACTUAL VALIDITY. IT IS IMPOSSIBLE TO ESTIMATE THEIR SHARE WITHOUT DETAILED ANALYSIS AND TESTING.